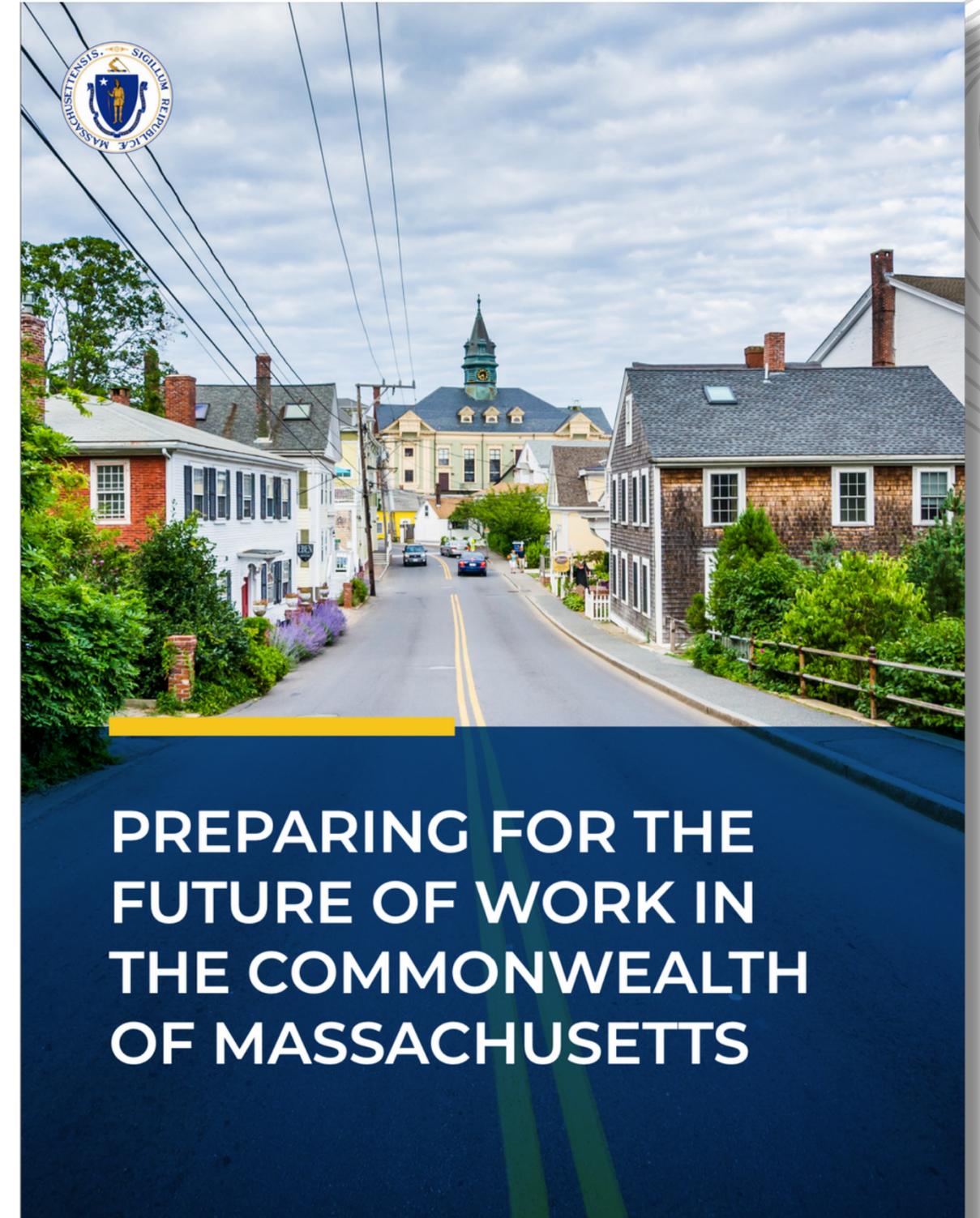


PREPARING FOR THE FUTURE OF WORK

The Commonwealth of Massachusetts



Dr. Mahesh Ramachandran
Chief Economist
Executive Office of Labor and Workforce Development

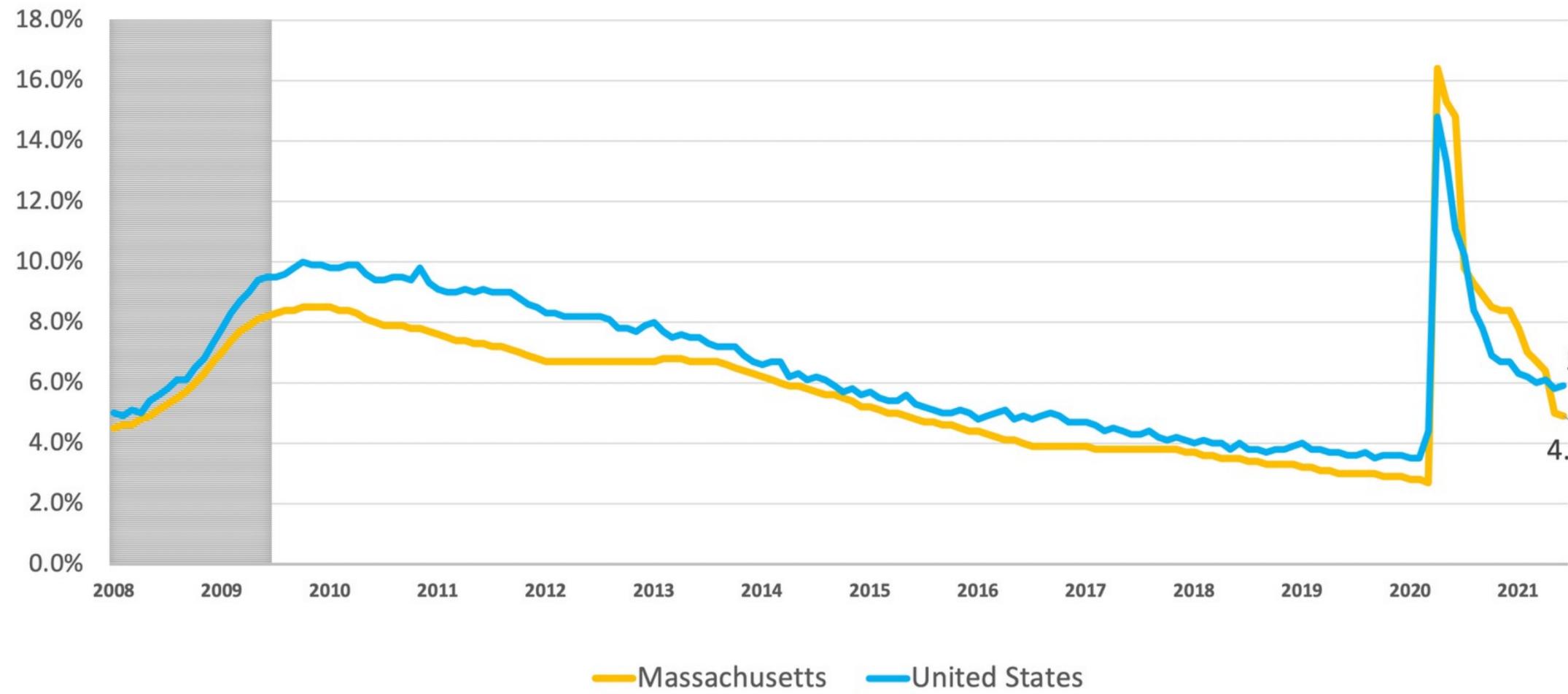


UNEMPLOYMENT RATE

As of June 2021

Massachusetts labor market is continuing to recover

UNEMPLOYMENT RATES: 01/2008 - 06/2021



180,500
UNEMPLOYED

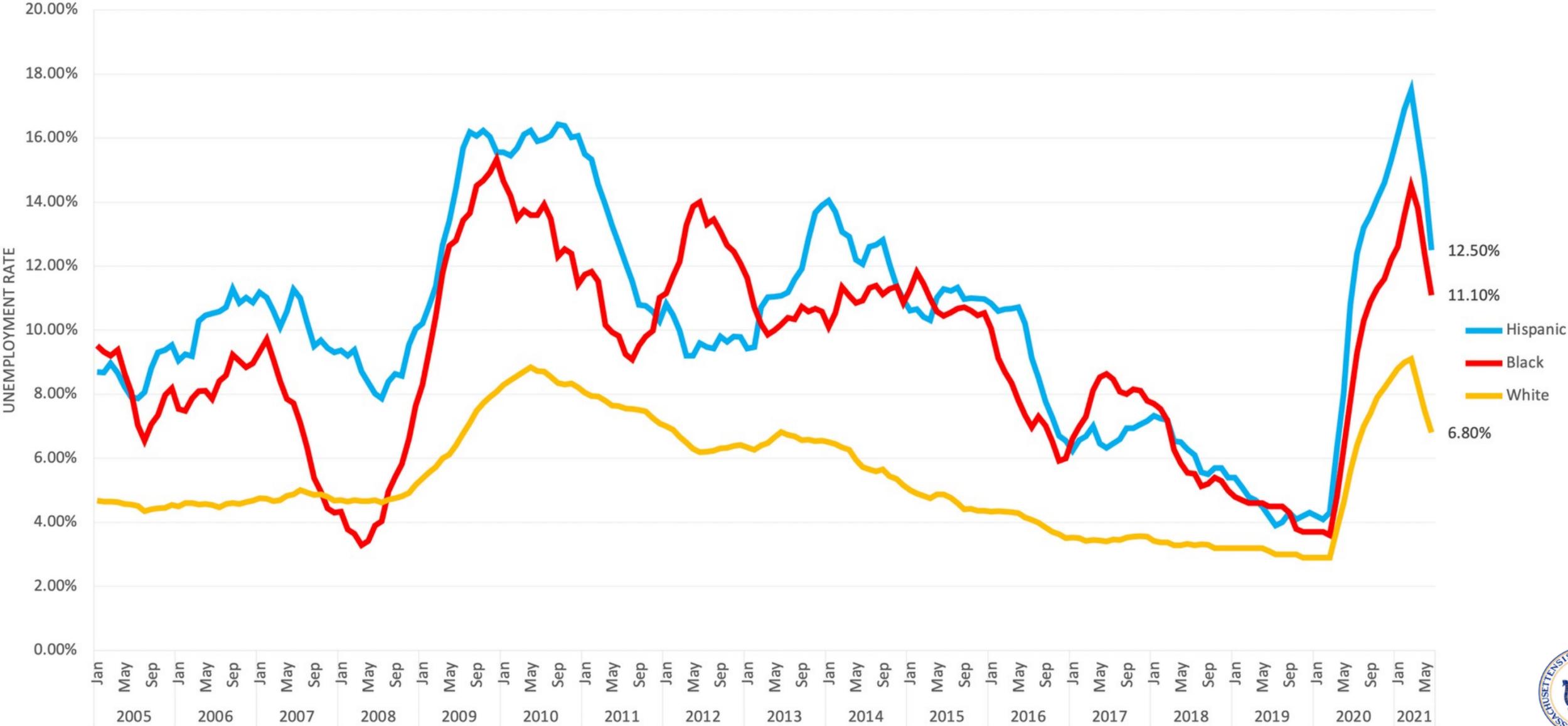
Source: Bureau of Labor Statistics (BLS), Local Area Unemployment Statistics (LAUS)



UNEMPLOYMENT RATE - BY RACE

As of June 2021

Recovery has been uneven, accentuating inequities



Source: Unpublished US Bureau of Labor Statistics (BLS), Current Population Survey (CPS), 12 Month Moving Averages compiled by MA DUA

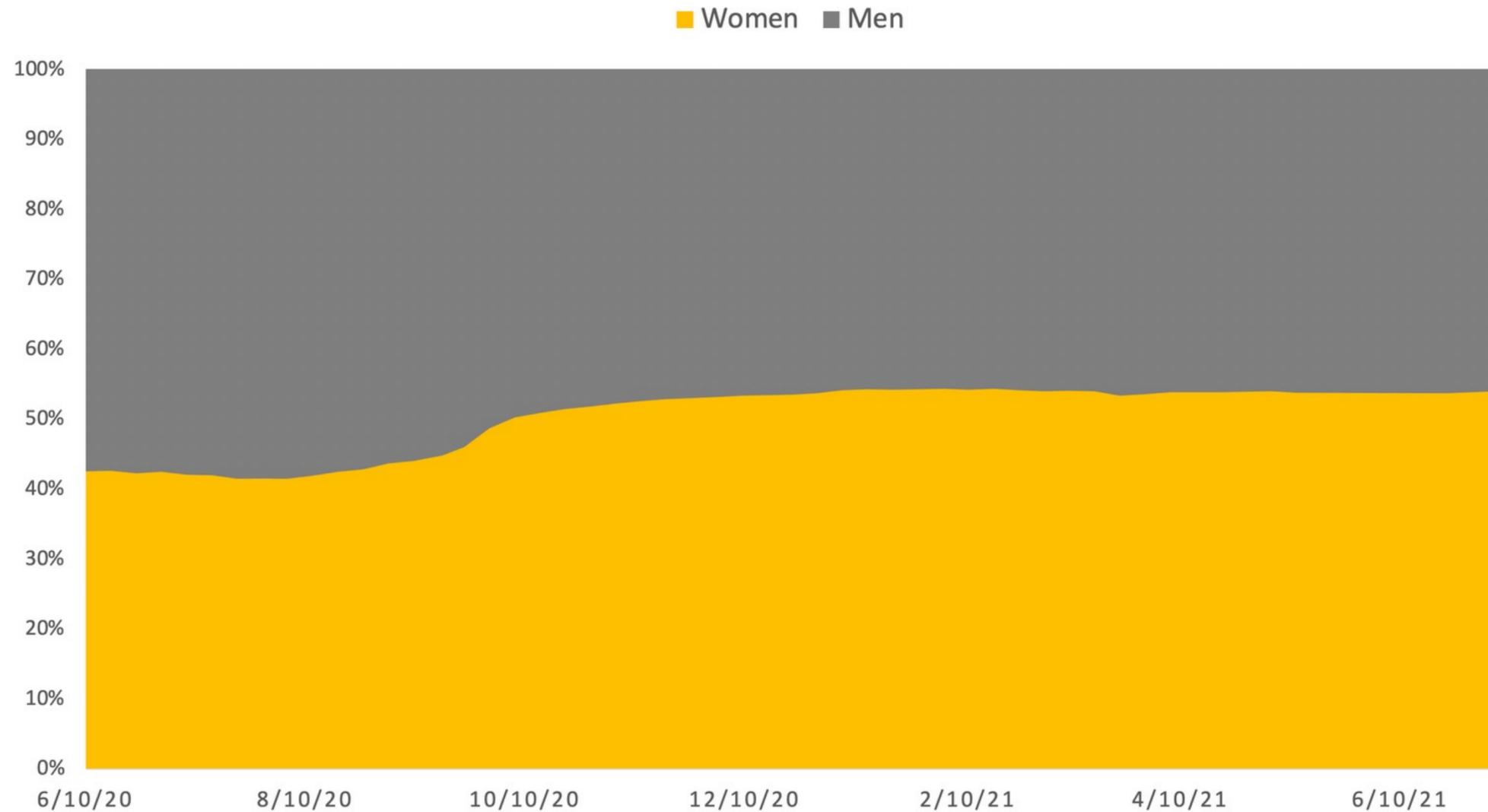


UNEMPLOYMENT - BY GENDER

As of June 2021

Recovery has been uneven, accentuating inequities

SHARE OF LONG-TERM UNEMPLOYMENT CLAIMS BY GENDER



Share of Women in long-term unemployment has increased by 11% between June 2020 and June 2021

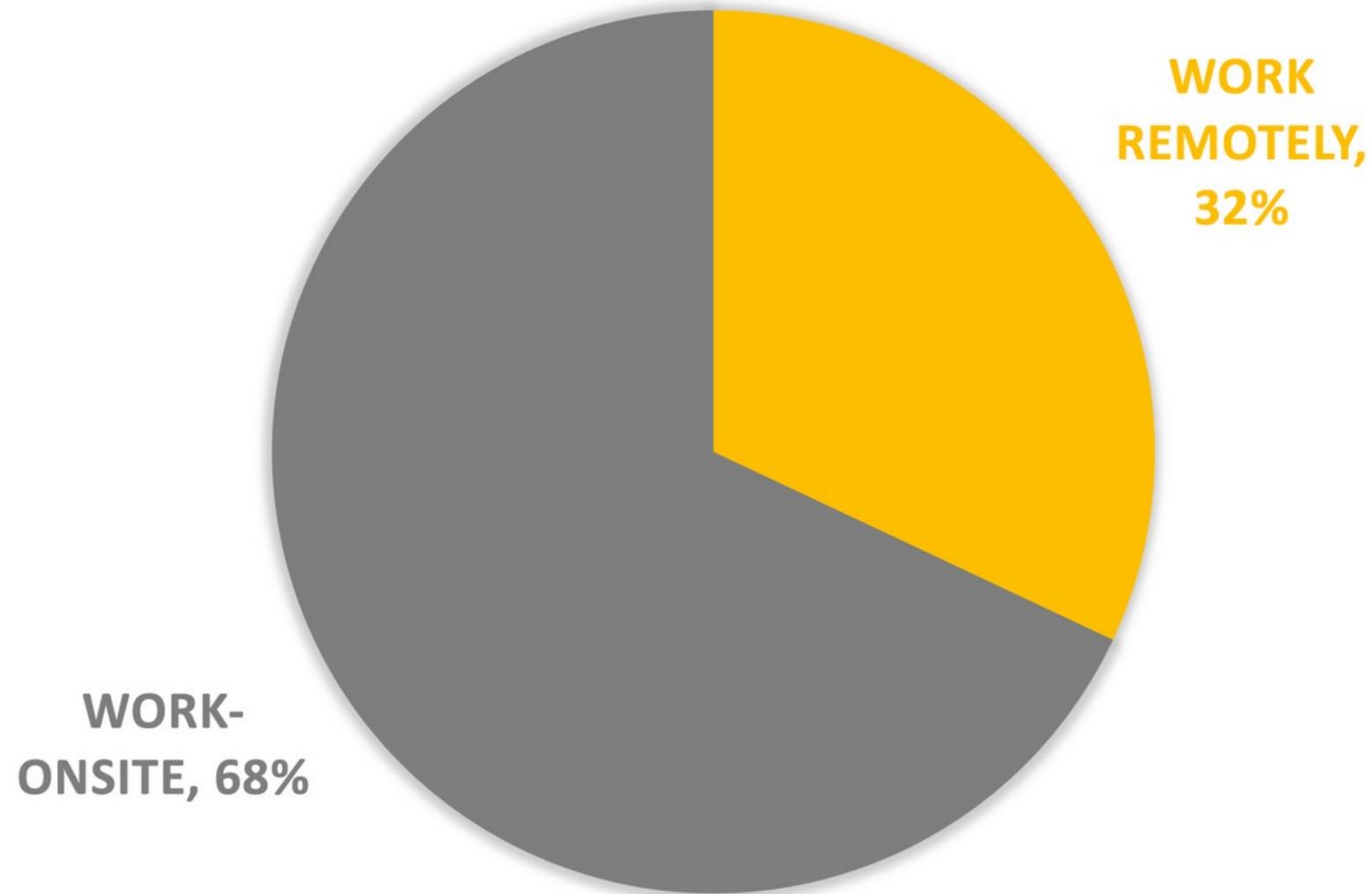


TODAY'S PRESENTATION:
KEY INSIGHTS ABOUT THE WORKFORCE
FROM THE REPORT



1

SHARE OF WORKFORCE THAT COULD WORK REMOTELY



1.4 MILLION
of the Commonwealth's
workforce



1

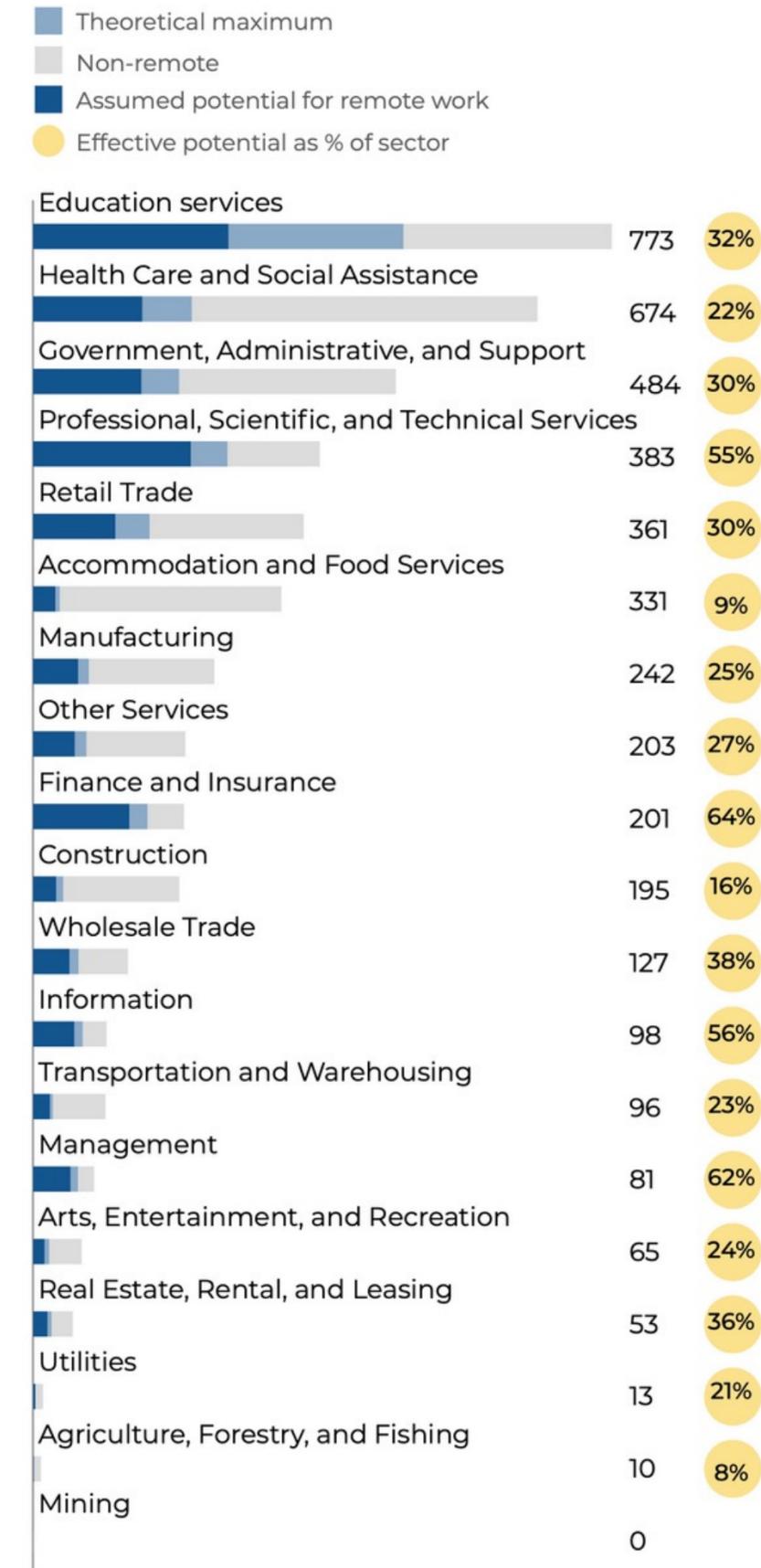
REMOTE WORK POTENTIAL BY INDUSTRIES

Job types most likely to work remote include:

- Computer and Mathematical occupations
- Business and Financial Operations Management
- Office and Administrative support
- legal occupations

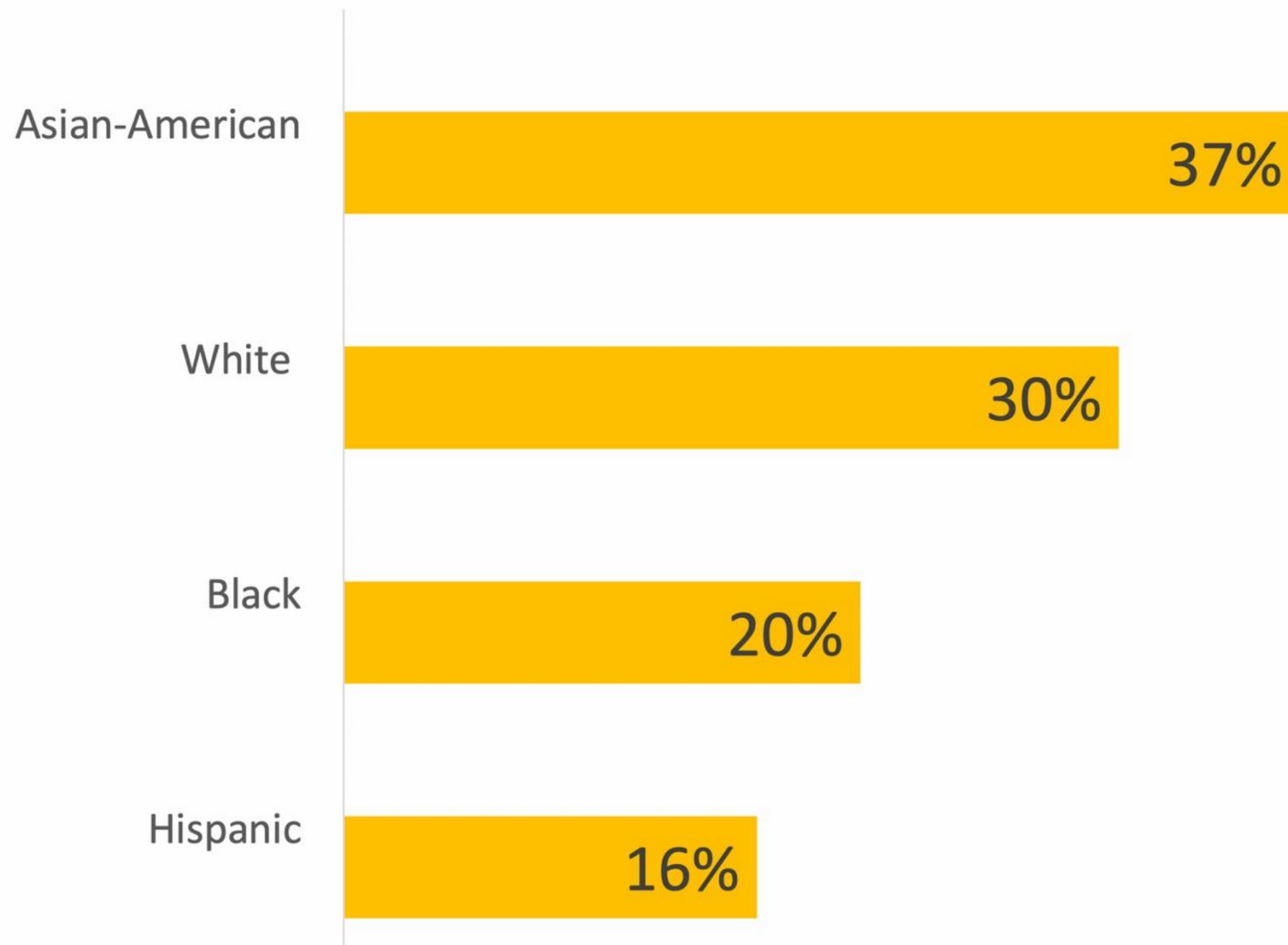


Remote work potential by sector in MA
projected # workers, '000s



1

SHARE OF EMPLOYMENT IN OCCUPATIONS AND SECTORS THAT ALLOWED FOR REMOTE WORK DURING THE PANDEMIC



1

JOB RECOVERY TIME

- Job recovery for women will take an estimated 18 months longer than men
- Up to two years later for people without college degrees compared to those with degrees



2

HYBRID/REMOTE WORK REQUIRES FLEXIBLE AND AFFORDABLE CHILDCARE OPTIONS

- Childcare capacity was reduced by 13% in 2020 due to COVID-19
- Increased childcare burdens from the pandemic have disproportionately impacted women
- **25,000-30,000 additional childcare workers are needed**, particularly around the greater Boston area and Gateway cities



3 POPULATION GROWTH IS SLOWING

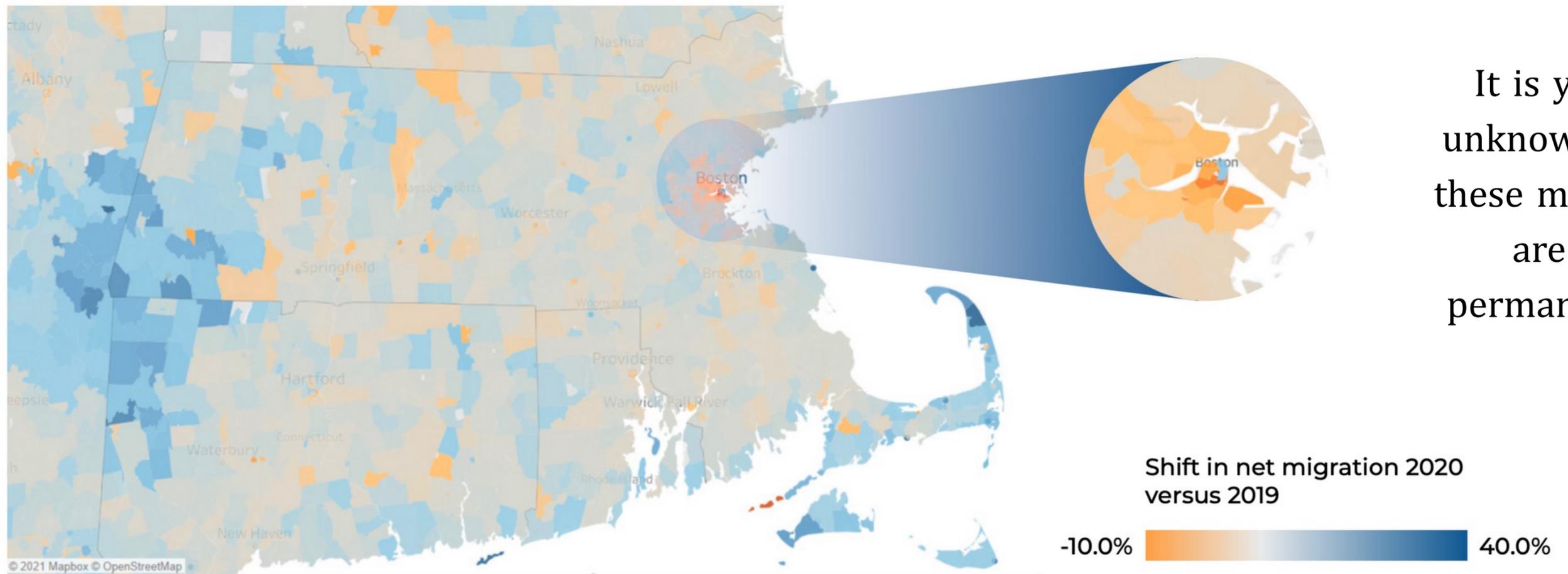
- expected growth is about 4.5 percent from 2018-2030, as compared to 6.4 percent in 2006-2018
- approximately 50,000 fewer residents by 2030
- attributed to declines in birth rates and international immigration (dropped by 30,000), as well as a rise in domestic emigration (NH,RI,CT and FL)



3

POPULATION MOVING AWAY FROM BOSTON AND OTHER URBAN AREAS

Exhibit 16: In 2020, Massachusetts residents moved from urban parts of Boston to other areas throughout Massachusetts, notably the Berkshires and Cape Cod



Source: NYT Analysis from USPS data adjusted for MA, denominator uses 2019 US Census population data by zip code

4 PANDEMIC HAS ACCELERATED THE ADOPTION OF AUTOMATION AND AI

- Over the next decade, 300,000 to 400,000 current jobs in the commonwealth will be automated
- Women, Black and Hispanic workers will continue to experience the most displacement
- **By 2025-2030, we need to reskill 30,000 to 40,000 workers per year**



4

EQUITY CHALLENGES COULD COMPOUND

- Population groups negatively affected by future-of-work trends in the Commonwealth are demographically skewed toward women, young people, workers without college degrees, and ethnic minorities
- Widening gaps in wealth and access to opportunities among various ethnic and racial communities could further concentrate and compound existing challenges – from health outcomes and poverty to educational attainment and safety – if positive action is not taken

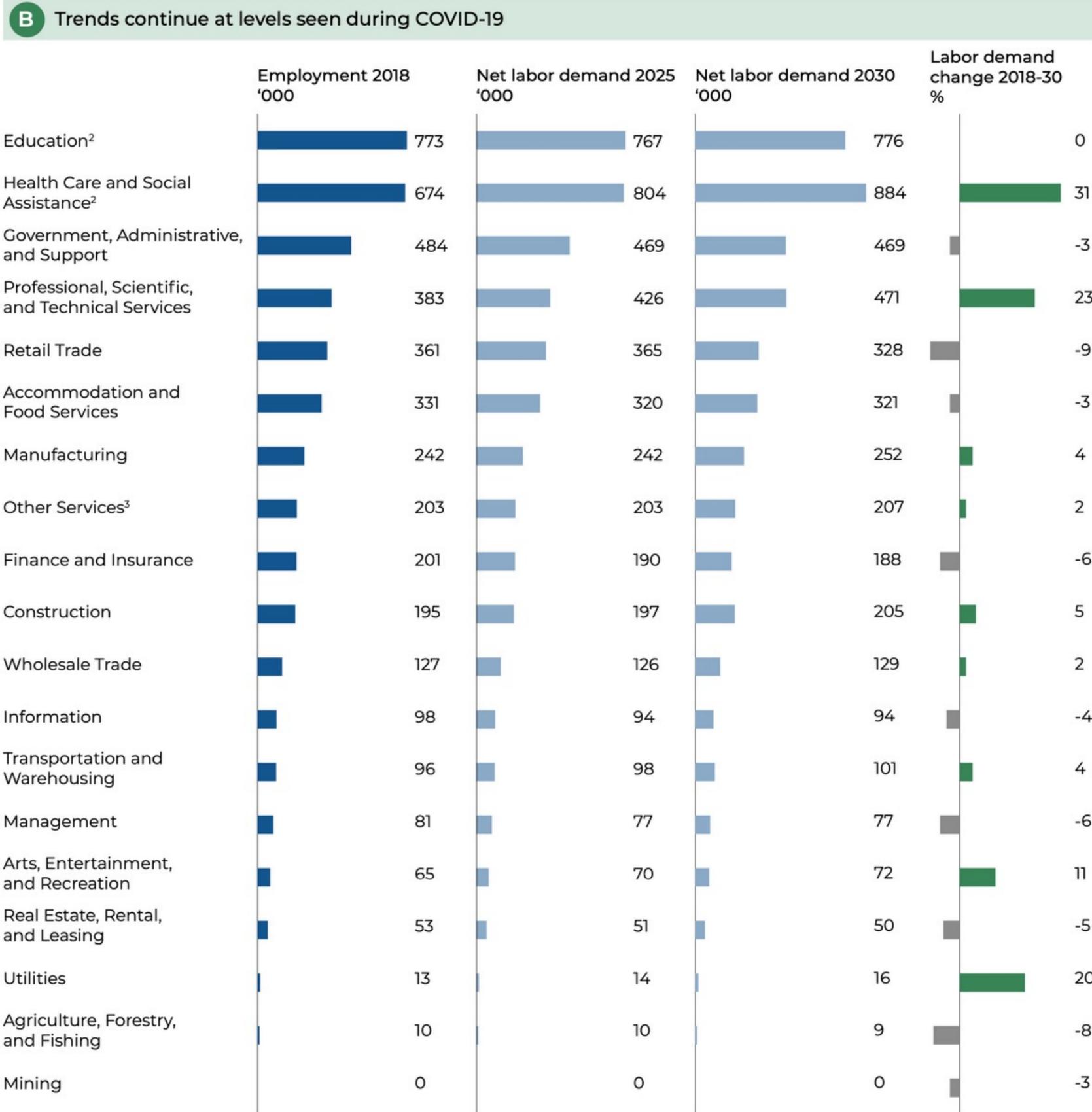


5 OPPORTUNITIES

- Healthcare, professional, scientific and technical services are expected to see the greatest gains
- Health care is expected to add 210,000- 300,000 jobs by 2030
 - Personal care aides (up 50%)
 - Home health aides (up 85%)
 - Registered nurses (up 30%)
 - Other health prof. (up 40%)
- Childcare 25,000-30,000 jobs
- HR specialists, computer support specialists, business operations specialists, general and operations managers, and sales representatives



Exhibit 15: Health care could become the largest employment sector and generate the most new jobs by 2030.



IN CLOSING

- By 2025-2030, the ability to successfully reskill approximately 30,000 to 40,000 people per year could lead to a vibrant Commonwealth economy in which new job opportunities outpace workforce growth
- Pandemic has already exacerbated pre-existing inequities for many and as we look ahead the future of work will not be experienced equally across gender, race and ethnic groups
- For a better future we need investments addressing these challenges

